

ENLISTED CAREER NOTES



11M SOLDIERS TO KOREA

The Infantry/Armor Branch of PERSCOM is looking for volunteers in MOS 11M who want assignments to Korea as members of the two new Bradley fighting vehicle battalions that are scheduled to be fielded in Fiscal Year 1991. These 11M assignments to Korea will begin with a report month of December 1990.

The Army plans to issue the M2A2 Bradley fighting vehicle to the two mechanized infantry battalions now serving in the 2d Infantry Division. This fielding will be a transitional program in which all the soldiers in the two battalions will be MOS-qualified 11Ms before the battalions receive the new Bradleys.

Once each battalion receives the new vehicles, the soldiers will go through a 22-day mini-New Equipment Training (NET) (currently referred to as M2A2 Bradley rollover). Upon completion of this training, the MOS 11M soldiers will have the skills necessary to maintain, operate, and fight the new Bradley.

MOS 11M soldiers in the ranks of private through master sergeant who are currently in the continental United States and would like to volunteer for an assignment to one of these battalions may do so by submitting a DA Form 4187, Personnel Action, and DA Forms 2A and 2-1, Personnel Qualification Record, as enclosures through their personnel service centers to Commander, PERSCOM, ATTN: TAPC-EPK-I, 2461 Eisenhower Avenue, Alexandria, VA 22331-0452.

Any 11M soldiers now serving in Europe who would like follow-on assignments to Korea may submit a DA Form 4187 and DA Forms 2A and 2-1, requesting inter-theater transfers to Korea, through their PSCs to the 1st Personnel Command. PMOS 11M NCOs in the ranks of sergeant through master sergeant will be eligible to participate in the

Homebase and Advanced Assignment Program in accordance with Army Regulation 614-200, Enlisted Personnel Management System.

Soldiers who have questions concerning this program may contact Infantry/Armor Branch, SFC Williams or MSG Crivello at AUTOVON 221-8056 or commercial (703) 325-8056.

RECLASSIFY TO 11M FOR ASSIGNMENTS IN EUROPE

Soldiers who hold Primary Military Occupational Specialty (PMOS) 11B, Infantryman, can increase their chances of being assigned to Europe by reclassifying to PMOS 11M, Fighting Vehicle Infantryman.

Soldiers who reclassify will attend a six-week Bradley Fighting Vehicle Course at Fort Benning. This course is designed for soldiers on orders to a unit equipped with infantry fighting vehicles (IFVs) but who have not yet received IFV-related training.

The only overseas areas an 11M NCO can be assigned to are Germany and Korea. Currently, 11M NCOs returning from overseas may be assigned to Fort Benning and Fort Stewart, Georgia; Fort Hood, Texas; Fort Irwin, California; and Fort Riley, Kansas. In the future, 11M NCOs will also be assigned to Fort Carson, Colorado, and Fort Polk, Louisiana.

Eventually, all Active Army mechanized infantry units will be equipped with Bradley infantry fighting vehicles.

PMOS 11B soldiers will be assigned primarily to light infantry divisions.

For additional information, interested NCOs may contact the U.S. Total Army Personnel Command's Infantry Branch at AUTOVON 221-8056 or commercial (703) 325-8056.

DRILL SERGEANT PROGRAM

A drill sergeant who is considering extending for a third year after serving for two years in that duty should be sure he understands, before he makes the commitment, what that added year of service means in terms of his future assignments.

Army Regulation 614-200, Selection of Enlisted Soldiers for Training and Assignment, paragraph 8-21c states: "Active Army soldiers who extend their 24-month tour of drill sergeant duty for an additional 12 months will, on completion of a 36-month tour of drill sergeant duty, be reassigned to the overseas location of their choice provided a requirement exists at such location. Actual reassignment date is subject to current PCS criteria."

When a drill sergeant requests an extension for a third year, he should list on a DA Form 4187, Personnel Action, his three overseas locations of preference. Once the form arrives at PERSCOM, it will become a permanent part of the NCO's Career Management Information File, which is used for future assignment considerations.

BIFV MASTER GUNNERS NEEDED

The Infantry/Armor Branch at PERSCOM is seeking qualified MOS 11M NCOs who want to attend the Bradley Infantry Fighting Vehicle (BIFV) Master Gunner Course at Fort Benning on temporary duty enroute to their next duty station.

NCOs who attend this course will receive instruction on the Army maintenance management system, turret operations and maintenance, weapon system training, preliminary gunnery, and target engagement. Also included in the pro-

the file, or none at all, some of the more common problems with photographs are the following:

- Uniform wrinkled or ill-fitted. (Watch those trouser creases.)
- Moustaches that appear too long or wide. (Three out of four photos of soldiers with moustaches fit in this category.)
- Ribbons or badges improperly placed or missing (marksmanship badge, in particular).
- Incorrect number of service stripes.
- Infantry cord and blue disks (not to be worn).
- Trouser and sleeve length.
- Edges of soles of low-quarter shoes scuffed or scarred.

After you have had a new photograph taken, look at it carefully before submitting it. Does the person in it look like a professional who cares about his career? Even if your answer is "yes," get a second opinion, preferably from your next senior NCO.

PROMOTIONS—BE ALL YOU CAN BE

There has been much talk recently about force reductions and how young soldiers in particular may become discouraged about their chances of being selected for promotion to sergeant. Even during these austere times, however, there is hope.

The specialists and corporals now on promotion lists, and those who will be considered by future boards, for example, actually control more than 500 promotion points out of the maximum 1,000 points that can be awarded to them in accordance with DA Form 3355, Promotion Point Worksheet.

If you are in this category, the following are the areas you may want to work on:

- **Skill Qualification Test.** You can be awarded up to 200 promotion points by scoring 100 percent on your MOS SQT. To do this, you will probably have to spend some off-duty hours studying the Soldier's Manual for your particular MOS, but this will undoubtedly pay dividends.

- **Military Education.** You can be awarded up to 150 promotion points in this area. Points are awarded for successful completion of NCO courses such as the Primary Leadership Development Course (PLDC) and the Basic Noncommissioned Officer Course (BNCOC). You can also earn points for successfully completing other Army courses of one week duration or longer. The most lucrative course of all is the Army Correspondence Course program through which you will earn one point for every five credit hours you complete. These courses are free of charge.

- **Civilian Education.** You can be awarded up to 100 promotion points in this area. Points are awarded for business, trade school, or college courses at the rate of one point for each semester hour earned.

- **Military Training.** You can be awarded up to 100 promotion points in this area—50 points for your most recent Expert qualification score with your assigned individual weapon, and 50 points for scoring 300 points on your most recent Army Physical Fitness Test (APFT).

If you take advantage of the opportunities offered you in the areas over which you have direct influence, you can greatly reduce the time you spend on the promotion list waiting for promotion to sergeant.

PROFESSIONAL DEVELOPMENT AND CAREER MANAGEMENT

The role of an Infantry Career Advisor is two-fold. Primarily, he is responsible for the professional development of each infantry noncommissioned officer (NCO). But he is also responsible for managing those NCOs' careers as well as numerous other duties that affect the total force.

For instance, career advisors nominate NCOs for duty as recruiters, drill sergeants, observer-controllers, ROTC instructors, and other special management assignments. In addition, they act as consultants to the civilian assignment manager and are instrumental in the final preparation of each and every NCO assignment.

Career advisors assure the professional development of their NCOs by seeing to it that they receive varied assignments and increased responsibility. They also identify NCOs who require special training for their next assignments and ensure that those NCOs receive that training, usually on a TDY enroute basis. Some of the more common of these are the Infantry Mortar Platoon course, the TOW Trainer Course, the Joint Firepower Control Course, and the Bradley Master Gunner Course.

A career advisor has two ways of establishing an accurate picture of an NCO's qualifications and career progression. One is from the Enlisted Master File (EMF), the other from the Career Management Information File (CMIF). If the NCO's CMIF contains DA Forms 2A and 2-1, Personnel Qualification Record (PQR), an updated official photograph, and correct copies of the most current DA Form 2166-7, NCO Evaluation Report, the advisor can obtain a true assessment of the NCO's career. As a result, the NCO will be more competitive for nominative assignments or school selections.

It is the soldier's responsibility to make sure the information on his PQR is correct during the annual records update conducted by his local personnel service center. Although career management is the responsibility of the career advisors at PERSCOM, career development begins with the individual soldier.

Infantry NCOs who have questions about how their career advisors can help them with their next assignments may call Infantry/Armor Branch at AUTOVON 221-8056/9399 or commercial (703) 325-8056/9399. The mailing address is Commander, PERSCOM, ATTN: TAPC-EPK-I, 2461 Eisenhower Avenue, Alexandria, VA 22331-0452.



OFFICERS CAREER NOTES



ARMY ACQUISITION CORPS

The Army Acquisition Corps (AAC) offers a unique opportunity for officers to obtain fully funded master's degrees with follow-on tours in acquisition management.

Officers in Year Group (YG) 1984 will be considered for integration into the AAC by a PERSCOM board scheduled to convene 16 October 1990. Any officer in that year group who wants to be considered should contact Infantry Branch immediately for details.

In addition, there are still openings in the AAC for officers in Year Groups 1980 through 1983. Officers who were not previously considered for AAC will also be considered by the October board. Any officer in these year groups who wants to be considered should call Captain Jim McNulty at AUTOVON 221-5520; commercial (703) 325-5520.

ADVANCED CIVIL SCHOOLING

Each year during September and October, assignment officers screen the officers in a year group for advanced civil schooling (ACS). Candidates are selected on the basis of their duty performance and their academic background, discipline, and grades. Year Group 1984 officers will be considered this fall for ACS programs that begin in 1991.

Officers are selected for ACS to support Army requirements in specific functional areas, the U.S. Military Academy instructor program, and other programs that require advanced degrees.

Officers who are not in YG 84 will not be routinely considered. Nevertheless, any officer who is available and has enough time to complete an 18-to-24-month advanced civil schooling program and a 3-to-4-year utilization tour is

encouraged to contact his assignment officer.

Officers who are interested in ACS should make sure copies of their undergraduate transcripts are on file at Infantry Branch and that they take the Graduate Record Examination early enough for the results to be available when their files are screened.

Further guidance regarding advanced civil schooling is available in DA Pamphlet 600-3 and Army Regulation 621-1, or from Captain McNulty at AUTOVON 221-5520, commercial (703) 325-5520.

SHORT TERM EXTENSIONS

Year Group (YG) 1988 officers with one year on active duty will be considered by the 1990 Conditional Voluntary Indefinite (CVI) and Regular Army probationary board, which is tentatively scheduled for February 1991.

In preparation for this board, all U.S. Army Reserve officers in YG 88 with dates of rank of 1 October 1987 through 30 September 1988 who have separation dates of 1 October 1990 through 30 July 1991 have been given short-term extensions by the Department of the Army until 31 July 1991.

An officer who wishes to remain on active duty past his obligation date to be seen by this board does not need to submit any letters, documents, or other correspondence. His new expiration date has already been revised in the Officer Master File at PERSCOM.

An officer who does not want to extend but wants to separate on his original separation date must decline in writing through his chain of command to PERSCOM and his declination must be approved. An officer should thoroughly consider a decision to decline the extension, because a later reapplication is not

likely to be approved.

Local MILPOs will provide the first colonel in the chain of command a roster of all the officers covered by this program so that he may request the removal of any officer he feels does not warrant extension because of substandard performance or misconduct.

The appeal authority for an officer is the first general officer in his chain of command. Both the removal recommendation and the completed appeal, if the officer requests one, will be forwarded to Commander, PERSCOM, ATTN: TAPC-OPE-I.

First lieutenants are also reminded of their obligation to submit DA photos within 60 days of their promotion dates.

ASSIGNMENT OPPORTUNITIES

Infantry Branch at PERSCOM has several assignment opportunities for branch qualified captains beginning in March or April 1991. The locations of these assignments include St. Albans, West Virginia; Fort Collins, Colorado; Los Angeles, California; Grand Rapids, Michigan; Lexington, Virginia; and Nashville, Tennessee.

Additionally, there are several personnel exchange program (PEP) positions in South and Central America beginning in the summer of 1991. The positions require officers with a minimum proficiency of 2-2 in Spanish. Language training programs are available before those dates for officers who do not meet the language proficiency requirements.

For more information, anyone who is interested may contact Captain McNulty at AUTOVON 221-5520; commercial (703) 325-5520.

FY 90 MAJORS BOARD

The convening date for the Fiscal Year 1990 majors promotion board, Army competitive category, has been changed to 16 October 1990. Zones of consideration for this board are as follows:

- Above the Zone—1 June 1984 and earlier.
- Promotion Zone—2 June 1984 through 1 May 1985.
- Below the Zone—2 May 1985 through 1 September 1986.

Officers are reminded that they should make sure their officer record briefs (ORBs) are properly updated through their local military personnel offices. Officer Evaluation Reports (OERs) that are received before 9 October 1990 and that are error free will be made available to the selection board. The "through" dates for promotion OERs will be 10 August 1990.

Memorandum communications to the board will be accepted from all officers in the zone of consideration who want to submit correspondence to the president of the board. They should be addressed to President, Major Army Competitive Category, Promotion Selection Board, ATTN: TAPC-MSB, 200 Stovall Street, Alexandria, VA 22332-0441. They must

arrive before the board's convening date and must be free of errors. Memorandums should include only matters that are deemed necessary for the board to know in considering an officer's record.

Memorandums that the board considers will become matters of record for the board only and will not be filed as an official part of an officer's Official Military Personnel File.

BRANCH QUALIFIED MAJORS

The Army's requirements for branch-qualified Infantry majors have increased to the point that they exceed the number of officers who have finished 48-month tours.

"Branch qualification" at the rank of major is defined as having served at least 12 months as either a brigade or a battalion S-3 or a battalion executive officer, and having completed senior service college level schooling either in residence or by correspondence.

Most of the high-priority assignments are now on the Department of the Army staff and at the National Training Center (Fort Irwin, California) or the Joint Readiness Training Center (Fort Chaffee, Arkansas).

The average amount of time an officer remains at a troop location is between 24 and 36 months in the continental United States (CONUS) and between 30 and 36 months outside CONUS.

This increased movement of Infantry officers before they complete their stabilized tours has been a matter of concern to individual officers and their commanders. The most common concern is that a major who serves only 12 to 18 months in a branch-qualifying position will be at a disadvantage when it comes time for his records to appear before a battalion command selection board. An analysis of the most recent battalion command board showed that the board selected officers on the basis of their performance while assigned to S-3 or XO positions and that the length of time spent in a position was a lesser factor.

Because of the demand for officers of proven ability to fill "away from troops" assignments, detailed screening and staffing must be conducted to locate officers with potential for promotion and command. Officers who perform well in these duty positions will improve their chances of being selected for promotion to lieutenant colonel or for battalion command.

SWAP SHOP



SITUATIONAL TRAINING EXERCISE

I would like to share the following situational training exercise (SITEX) that I participated in last month. This SITEX was conducted by the 1st Infantry Division (ID) at Fort Benning, Georgia.

The SITEX was conducted by the 1st ID and the 1st Cavalry Division (1CD) at Fort Benning, Georgia.

The SITEX was conducted by the 1st ID and the 1st Cavalry Division (1CD) at Fort Benning, Georgia.

insurgent. One of the participants (OPFOR) was a sergeant (Sgt.) who was a member of the 1st ID.

Standards for the following situation: (1) a sergeant (Sgt.) who was a member of the 1st ID, (2) a sergeant (Sgt.) who was a member of the 1st ID, (3) a sergeant (Sgt.) who was a member of the 1st ID.

a host nation policeman starts screaming at the insurgent and then points his finger at him and to the

insurgent. The insurgent then starts screaming at the host nation policeman and then points his finger at him and to the

insurgent. The insurgent then starts screaming at the host nation policeman and then points his finger at him and to the

Submitted by Captain David S. Smith, 1st Infantry Division